

The FIRELINE

Date June 3, 2022 Volume 22.02



Mayflower Hotel
Photo by Jens Sprouse

75th Anniversary

2022 marks 75 years in business for Fire Engineering. We are putting together a time capsule that will be opened 25 years from now, on our 100th anniversary.

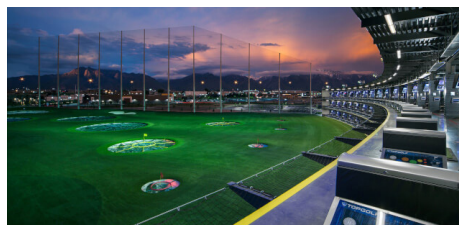
If you have any memorabilia, photos, etc. from your years with Fire Engineering that you would like to contribute to the time capsule, please contact Leah in the office.

We will also be having other anniversary events coming this year. We look forward to celebrating this company milestone with all employees and celebrating our successes of the last 75 years.

Top Golf Giveaway

We have three \$50 gift cards to giveaway to Top Golf. To enter, follow the QR code or link and enter in your information. Winners will be announced via company text on Monday, June 20th.

surveymonkey.com/r/SSZG9K2



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Current Company Stats

Current Employees	134
EMR	1.52
TRIR	2.24
Days since last loss	149 days
Days since last injury	16 days

Team Members

Welcome to the Team

FS Field

Darren Campbell
Nick Wood

SH Field

Nick Ruiter

FS Design

Kyler Evans

Accounting

Serena Muir

Welcome Back

Clayton Hall

New Foremen

Javier Guzman
Tyler Wright

Achievements

Doug Johnson	FS NICET Level 2
Lyndon Bowles	FS NICET Level 4
Tom Hardman	FA NICET Level 3
Landon Sheriff	FA NICET Level 1

Anniversaries

Peter Louangsithideth	5 Years
Hagen Sperry	5 Years
Nick Dahlman	10 Years
Jeff Jensen	10 Years
Kevin Perry	10 Years
Mike Shawver	20 Years



We will be having a
BBQ at the shop in July.
Details to follow via
company text.

Team Member Spotlight Tom Hardman

MMeet Thomas (The Hammer) Hardman. An explanation of the nickname is available upon request, but it may violate 1-3 company policies, so proceed at your own risk!

How long have you been with Fire Engineering and what were you doing before?

I started at Fire in July of 2013 as a simple electrician looking for a challenge and a company that could offer me more. I had been a commercial/industrial electrician for about 7 years prior to jumping ship. I didn't really know what I was getting myself into but when I interviewed with Tom Brown-Shoes (Brancheau) I was excited about the new path!

What do you like most about Fire?

Even though I'm somewhat still a newcomer to Fire, I really enjoy the scenery here. I've seen some cool places working out of town! Some, I'd be okay not seeing again (anywhere in Wyoming...George) but every day is something new. This could be grooving discharge piping, bending conduit, trimming out devices or even installing EQ bracing. At Fire, for me, there's rarely a dull moment!

What is something you've learned that's made an impression on you?

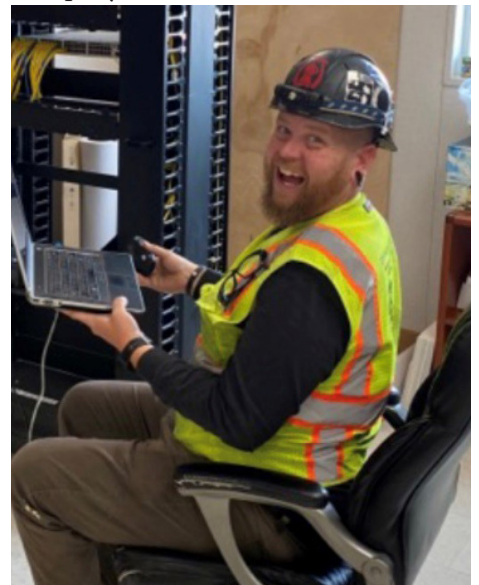
Well no company is perfect, and everything isn't great all the time. That being said I've grown personally being here by learning how to roll with the punches that come my way better than I used to be able to. I've learned that, for me, the most personal growth I've seen is when things aren't going great and still have to figure out how to get it done! I think inherently there's some pride in overcoming challenges.

What do you look forward to in the future for Fire?

Considering the alarm department is still pretty small compared to the sprinkler, I'm excited to see how my department can grow and hopefully produce the best alarm techs in Utah (We already do!) but I'd like to see the numbers grow on both sides! I could sleep a little better knowing we have more Fire Engineering trained techs out in the wild then some of our competitors.

What's been your favorite project to work on?

My answer may come as a surprise because it's out of town but being in Pocatello on project Greywolf was pretty up there in the ranks. While the project taught me a lot about doing large, longer term job skills I could carry to the next project was great, the comradery I gained with some solid Fire sprinkler guys was just really cool. There's a lot of really good, hard-working guys out here and it definitely had an impact on what the company means to me and who I want to be for the company.



Under Budget

The following recent projects have come in under budget. Great job team!

Fire Sprinkler Design Projects:

DUT5 - Amazon Delivery Station
Security National Phase 2
Ultradent Manufacturing Expansion
Vast Data Center

Fabrication Shop Projects:

DUT5 - Amazon Delivery Station
Security National Phase 2
Vast Data Center

Fire Sprinkler Field Projects:

Security National Phase 2
Ultradent Manufacturing Expansion
Vast Data Center

AST Design Projects:

Elko HS Performing Arts
Vast Data Center Colocation

AST Shop Projects:

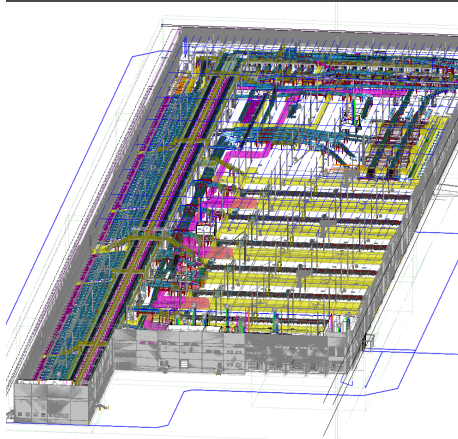
Orbit TI FW Bldg. 7
Space Dynamics Lab Bldg. 595
Vast Data Center Colocation

AST Field Projects:

Golden Gate C Store
Vast Data Center Colocation

The Fire Horizon

Below are a few upcoming projects for the company:



Project: FedEx Conveyors

Location: Magna

Size of Building: 480,110 sq. ft.

System: (2) Wet systems +/- 3,500 heads with multiple levels of protection.

Project: Myriad Genetics Campus Retro-fit

Location: Salt Lake City

Size of Building: 210,000 sq. ft.

System: (9) Wet systems and (1) pre-action double interlock system, +/- 1,645 sprinkler heads.



Recognizing A Job Well Done!

It is always a great compliment when we get recognition from outside companies that we work with. Recently John Haight relayed the great work Brian Hoole did with the FedEx Conveyors project and wanted to share the following experience from April.

Brian, after working through the weekend, was finally able to submit the first system for the conveyors. Due to the complexity of the project I wanted to have a conference call with Jimmy from Jenson Hughes, myself, and Brian to discuss the drawings, specifically

FedEx Conveyors Design

the very congested areas throughout.

During the call as we all reviewed the drawings it became very clear that we (Brian) had a very good understanding of the design of the conveyors and superstructure as well as what design scheme would be required. To clear up any questions in the layout we did a screen-share of the 3D model between all on the call.

To say that Jimmy was impressed that Brian designed this entire project in Revit was an understatement.

In so much that he stated that in all the previous similar projects that he has been involved with FedEx Conveyors, that no other contractor has attempted to design them using Revit. He stated, "Once I tell the guys here in the office that you designed this using Revit you will have "Legend Status" at Jenson Hughes".

Great work Brian! We look forward to impressing other contractors as we continue to use Revit to design our projects.

The Fire Road

Hello Team Fire!

This year is shaping up to be very good. We have a lot of work on the books and see the rest of the year finishing strong! You have all done a great job of working together and getting some of these challenging and tight timeline projects done. Here are some updates on things we've been working on.

- Our company has doubled in the last 20 years, and we have outgrown our old software. While there is a learning curve, it will make us much more efficient, easier and have fewer human errors. We're well on our way with the implementation and will have it done this summer.
- Our new Safety software will make things easier and give us better information to make improvements to keep us all safe and reduce our insurance costs.
- I wear glasses and can't see! We had some great feedback on the challenges of safety glasses and those who wear prescription glasses. We're happy to help provide prescription safety glasses every 2 years for those who need assistance.
- Everyone is doing a much better job at being safe.
- Thank you all for your feedback and helping make our company better every day. Keep up the good work!

-Tom Brancheau

Message from HR

We are still offering sign on/referral bonuses. For new entry level employees, they will receive a sign-on bonus of \$250 after 6 months.

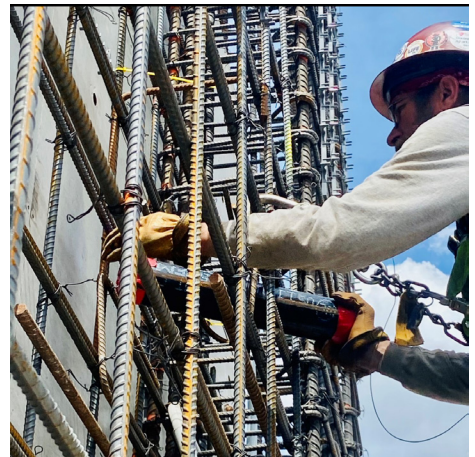
New foremen employees will receive a sign-on bonus of \$1000 after 6 months. CURRENT EMPLOYEES get a bonus of \$250 after a referral is here for 6 months and an additional \$500 after 1 year!

For anyone driving a company vehicle, just a reminder that per company policy, smoking and/or

vaping in company vehicles is not allowed at any time under any circumstance. You must also keep the company vehicle clean and free from litter, food wrappers, cups, etc.

Managers will be starting to do spot checks on company vehicles. This is for your safety as objects can injure you in an accident and a clean vehicle represents the company well. If you have questions, please contact your manager or HR.

Photos from the Field



Safety Corner

As a show of our continued commitment to workplace health and safety, we will be transitioning over to a new safety management system (SMS) in June for all safety-related reporting and documentation.

All departments with field and shop employees will use the new application for daily pre-task planning, inspections, incident reporting, and more. The SMS is a more robust platform that will allow us to better track documents, worker certifications, and provide better incident case management company-wide.

Additionally, the SMS has data analytics capability, which will allow us to identify trends, discover insights, and automatically track our critical key performance indicators (KPIs).

What this means for Fire Engineering employees is that we will have better insight into occupational hazards specific to not only our company, but each department, and each job classification. Armed with this information, we can begin the process of implementing changes that will lead to a reduction in incidents and injuries.

Training for the new app will be conducted during each department's regularly scheduled monthly safety meeting.

Training and Safety Meetings

At this point, most of the first aid and CPR training has been completed. We will continue to move forward with our OSHA-required

regulatory training on a monthly and quarterly basis. The safety meetings are necessary, as they give us an opportunity to ensure we are following OSHA's annual training requirements.

Fire Sprinkler Department 2nd Quarter Foreman's Meeting is scheduled for June 23rd from 12:30 – 3:30 PM, where the second half of first aid and CPR training will be conducted.

Looking ahead to the 4th quarter, we are planning to put all our approved drivers through National Safety Council's 4-hour Defensive Driving Course (DDC-4). This will be a wonderful opportunity and investment for our approved drivers to learn better driving techniques and as a bonus, each person who completes the course successfully will be eligible for vehicle insurance discounts and point reductions for driving records.

The next OSHA 10 and 30 courses will be held in August for field employees who have completed their first 90-days of employment, and newly promoted foremen. More details will be sent out by your department managers as the date approaches.

Reporting

Thank you for your continued effort in completing your daily paperwork and pre-task plans. Remember to continue to report near misses and hazardous conditions and behaviors. As always, incidents and injuries are to be reported immediately.

Safety Statistics

We currently have one recordable injury on the books for 2022. Last year we ended the year with three recordable cases and a TRIR of 2.24. Our EMR is 1.52 for this year.

The goal is for these numbers to be at zero, but to get there we need to have zero recordable injury cases. Preventable measures, such as reporting hazardous conditions, unsafe behaviors, and near misses can help to ensure we are doing our part to prevent injuries.

Reminder

Health and safety improvements begin with your beliefs. A change in your perspective on safety is needed before behaviors can change. Safe behaviors will give us the desired results of an injury-free workplace.



Behaviors



Beliefs



Benefits

-Tiffany Ruiz